

Acceptable and Unacceptable Salary for Retirement Contributions

The Wyoming Retirement System wants to ensure employers are aware of what qualifies as acceptable salary for retirement contributions. The information below is to educate employers and to prevent the need for corrections to employees' accounts.

Acceptable Salary for Retirement Contributions

- * Pay for current services rendered, including pay for extra duties;
- * Longevity pay;
- * On-call pay;
- * Pay for used administrative, sabbatical, annual, sick, vacation, or personal leave;
- * Any pay for compensatory time, provided any such pay for compensatory time is earned within the last twelve months; and
- * Any retroactive compensation payments pursuant to court orders, arbitration awards, or litigation and grievance settlements.

Examples of Unacceptable Salary

- * Fringe benefits, including payments for unused annual, sick, vacation, or personal leave
- * Housing allowances
- * Transportation expenses
- * Early retirement incentive pay
- * Severance pay
- * Bonuses
- * Medical insurance paid by the employer
- * Workers compensation benefits
- * Disability insurance premiums or benefits
- * Payments received by a member in lieu of previously employer-provided fringe benefits under an agreement between the employee and participating employer entered into within sixty months before retirement, or any other payment which may reasonably be construed to be a fringe benefit, and
- * Any payment made during any three-year period of employment which is deemed to increase highest average salary for the primary purpose of increasing a retirement benefit

If you have any questions, please contact Wyoming Retirement System at (307) 777-6865 prior to submitting your monthly payroll contribution report.

We appreciate your continued partnership with Wyoming Retirement System.